



Quest

BANKING & FINANCIAL RECRUITMENT

Salary Survey – November 2010.

Job Title	1- 2 Years Experience	3-5 Years	5 Years +
Financial Director	70-80K	80-90K	90K+
Financial Controller	55-60K	60-70K	70K+
Financial Management Accountant	45-55K	55K	60K
PQ Accountant	26-30K	30-35K	35K+
Accounts Assistant/IATI	23-25K	25-30K	30K+

ACCOUNTANCY

Job Title	1- 2 Years Experience	3-5 Years	5 Years +
Managing Director	N/A	N/A	180-200K
Head of Major Function	N/A	N/A	95-130K
Head of Finance	N/A	N/A	110-155K
Head of Operations	N/A	N/A	100-140K



SHAREHOLDER SERVICES / TRANSFER AGENCY

Job Title	1- 2 Years Experience	3-5 Years	5 Years +
Head of Shareholder Services	n/a	85-100K	100K+
Shareholder Services Manager	50k - 60k	60K- 70K	70K+
Shareholder Services AM	40k - 45k-	45K-50K	50K+
Shareholder Services Supervisor / Team Lead	35k - 40k	40-45K	45K+
Shareholder Services Senior Administrator	28k - 33k	33-35K+	N/A
Shareholder Services Administrator	21k – 28K	30K+	N/A

FUND SERVICES

Job Title	1- 2 Years Experience	3-5 Years	5 Years +
VP Fund Accounting	n/a	80K-85K	90K+
AVP Fund Accounting	60k - 65k	70-75K	80K+
Fund Accounting, Manager	50k - 60k	60K-70K	70K
Fund Accounting, Assistant Manager	35k - 40k	40-45K	50K+
Senior Fund Accountant (2yrs exp)	28k - 33k	35-35K	N/A
Fund Accountant	21k - 28k	30K- 35K	N/A



FINANCIAL REPORTING

Job Title	1- 2 Years Experience	3-5 Years	5 Years +
Financial Reporting Manager (Qualified)	60k - 65k	65K-75K	80K+
Financial Reporting Supervisor (Qualified)	40k - 48k	55K-60K	65K+
Financial Reporting Supervisor (P/Qual)	35k - 40k	40-45K	55K+
Financial Reporting Admin (P/Qual)	21k - 28k	30-35K	40K+

CUSTODY

Job Title	1- 2 Years Experience	3-5 Years	5 Years +
Head of Custody	n/a	70-85K	85K+
Custody Manager	60k - 65k	70-80K	80K+
Custody AM Supervisor	40k - 45k	50-55K	60K+
Senior Custody Admin	32k - 35k	38-42K	45K+
Custody Admin	20k – 28K	30-35K	40K+



TRUSTEE

Job Title	1- 2 Years Experience	3-5 Years	5 Years +
Head of Trustee	75k - 85k	90-100K	€100K+
Trustee Manager	55k - 65k	70-80K	80K+
Trustee Officer	35k - 40k	40-45K	50K+
Trustee Administrator	25k - 28k	30-35K	40K+

CORPORATE ACTIONS / MARKET DATA

Job Title	1- 2 Years Experience	3-5 Years	5 Years +
Manager	55-60k	65-70K	70K+
Assistant Manager/Supervisor	40-45k	50-50K	60K+
Senior Admin	32-35k	40-45K	N/A
Admin	21-28K	N/A	N/A

CLIENT SERVICES

Job Title	1- 2 Years Experience	3-5 Years	5 Years +
Manager	55-60k	65-70K	70K+
Assistant Manager/Supervisor	40-45k	50-50K	60K+
Senior Admin	32-35k	40-45K	N/A
Admin	21-28K	N/A	N/A



COMPLIANCE / RISK / LISTING

Job Title	1- 2 Years Experience	3-5 Years	5 Years +
Head of Compliance	80k – 85K	90-95K	100K+
Compliance Manager	60k - 65k	70-75K	85K+
MLRO	50k - 55k	60-65K	70K+
Compliance AM/Manager	35k - 40k	40-45K	55K+
Compliance Administrator	25k - 28k	30-35K	40K+
Fraud Risk Manager	45k - 50k	55-60K	70K+
Fraud Risk Officer	20k - 30k	30K-40K	50K+
Listing Executive	25k - 30k	40K-50K	65K+

COMPLIANCE

Job Title	1- 2 Years Experience	3-5 Years	5 Years +
Compliance Manager	35k - 45k	45-65K	65K+
Compliance Officer	22k - 28k	28-40K	40K+



TREASURY

Job Title	1- 2 Years Experience	3-5 Years	5 Years +
Head of Treasury	N/A	N/A	90-135K
Senior Dealer	N/A/	N/A	70-110K
Treasury Operations Manager (Back Office)	N/A	N/A	68-95K
Middle Office Manager	N/A	N/A	65-95K
Treasury Dealer	N/A	38-55K	48-70K
Middle Office Supervisor	N/A	35-55K	N/A
Treasury Settlements Assistant Manager	N/A	29-38K	N/A
Junior Trader	22-2K	N/A	N/A